

u3a Principles and Values

The Third Age Principle

- Membership of a u3a is open to all in their third age, which is defined not by a particular age but by a period in life when fulltime employment has ceased
- Members of a u3a promote the values of lifelong learning and the positive attributes of belonging to a u3a
- Members of a u3a should do all they can to ensure that people who wish to join a u3a can do so

The Self-help Learning Principle

- Members of a u3a form interest groups, covering as wide a range of topics and activities as they desire, by the membership for the membership
- No qualifications are sought or offered. Learning is for its own sake, with enjoyment being the prime motive, not qualifications or awards
- There is no distinction between the learners and the teachers; they are all members of a u3a.

The Mutual Aid Principle

- Each u3a is a mutual aid organisation, operationally independent but a member of the Third Age Trust, which requires adherence to the guiding principles of the u3a movement.
- No payments are made to individual members for services rendered to any u3a
- Each u3a is self-funded with membership subscriptions and costs kept as low as possible
- Outside financial assistance should only be sought if it does not imperil the integrity of the u3a movement.

Our Vision: Strength in Diversity

For every u3a and member to achieve more by embracing diversity and inclusion in everything they do.

Our Mission Statement

We recognise that to realise the benefits of diversity and inclusion, we need to focus on four key aims:

1. Creating an inclusive culture, that values diversity, in how we treat each other and interact.
2. Ensuring that diversity and inclusion is a natural part of what we do, firmly embedded in our culture.
3. Retaining the diversity and inclusion of our membership where we are doing well and improving the Diversity and Inclusion of our membership overall.
4. Meeting our statutory requirements and going beyond this by taking positive action and building a culture that champions diversity and inclusion.